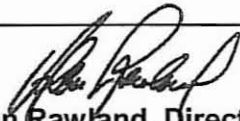


**County of San Bernardino
Department of Behavioral Health**

Cultural Competency Policy

Effective Date 10/24/06
Approval Date 4/16/07


Allan Rawland, Director

Policy It is the policy of the Department of Behavioral Health that Cultural Competency is embedded as a critical component in the planning and delivery of Mental Health and Alcohol and Drug Services. In addition, the Cultural Competence Advisory Committee will serve as an advisory group to ensure this occurs.

Purpose To provide planning, implementation, and oversight of the Cultural Competency Plan to eliminate cultural, linguistic, racial, and ethnic behavioral health disparities.

(CCR Title 9, Cap. 11, Article 4, Sec. 1810.410 (b), CMHDA, "Frame Work for Eliminating Cultural, Linguistic, Racial, and Ethnic Behavioral Health Disparities")

Background As established in Title 9, Chapter 11, Article 4, Section 1610.410 each Mental Health Plan, "Will comply with the cultural competence and linguistic requirements included in this section..."

Requirements The following are the requirements for the cultural competency plan:

| Step | Action |
|------|--|
| 1 | Population assessment |
| 2 | Organizational and provider assessment |
| 3 | Access standards (e.g. language, written materials, quality of care) |
| 4 | Quality Management |

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Cultural Competency Advisory Committee Members

The Cultural Competence Advisory Committee (CCAC) is made up of the following representatives from each category:

| | |
|----------------------------|----------------------------|
| Administration | Mental Health Commission |
| Children's System of Care | Transitional Aged Youth |
| Adult System of Care | Older Adult System of Care |
| Mental Health Services Act | Alcohol and Drug Services |
| Human Resources | Quality Management |
| Research and Evaluation | Medical Services |
| Contract Agencies | Internship Program |
| Parent Partner | Consumer/Family member |
| Community Volunteer | |

CCAC Roles and Responsibilities

The following are the roles and responsibilities of the members of the DBH Cultural Competence Advisory Committee per Title 9, Chap. 11, Article 4 Section 1810.410, (b):

- Review policies, mission, and program statements to ensure Cultural Competency principles are included.
 - Analyze department services programs, related to county/state demographics, trends, research findings regarding access, retention, and treatment of specific cultural groups by age, gender, language, poverty, and other criteria.
 - Hold focus groups to share cultural information, support, resources and receive feedback from the community.
 - Review and recommend ways to enhance consumer/family input.
 - Develop opportunities to increase community partnerships and collaboration.
 - Review and update DBH's capacity and capability to provide competent cultural and linguistic services.
 - Review and update the Cultural Competency Plan every two years for submission to the California Department of Mental Health. (DMH)
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References

Civil Rights Act 1964; Executive Order 13166 – LEP 2000; Guidance Memorandum: Title VI Prohibition Against National Origin Discrimination. Persons with limited English Proficiency
www.hhs.gov/news/press/2000pres/20000830.html, Surgeon General report, Mental Health: Culture, Race, and Ethnicity
www.surgeongeneral.gov, Dymally/Alatorre Bilingual Services Act 1973; Mental Health Services Act, Title IX, CA Code of Regulations, Chap 11 – Cultural Competence Plan for MHP; Cultural & Linguistically Appropriate Services (CLAS) 2001; DMH Information Notice Number 97-14 OC/HCA, BHC, Cultural Competency Plan Phase II Consolidation (U March 2004) CA State DMH Cultural Competence Plan requirements
[www.dmh.ca.gov/DMHDocs/docs/notices02/02-03 Enclosure.pdf](http://www.dmh.ca.gov/DMHDocs/docs/notices02/02-03%20Enclosure.pdf)
California Mental Health Directors Association, Position Paper, Framework for Eliminating Cultural, Linguistic, Racial and Ethnic Behavioral Health Disparities, February 2005.
